

2024-2025 Compensation Plan Overview

Here is a summary of the changes to our Compensation Plan for the 2024–25 school year:

The package provides a General Pay Increase (GPI) of 2% for all teachers and staff.

Teachers:

- The GPI is calculated based on the market median teacher salary (\$55,923).
- This results in a salary increase of \$1,120 for teachers, inclusive of the step increment.

All Other Pay Groups:

The GPI is calculated based on the midpoint of the employee's pay grade.

Salary Adjustments:

- The starting minimum salary for teachers has been raised from \$60,500 to \$61,200.
- The starting minimum hourly rate for all pay plans has increased from \$14.25 to \$14.40.

Additionally, our employees receive additional compensation in benefits:

MISD Contribution for eligible employees (20+ hours weekly)	MISD Contribution (Monthly)	MISD Contribution (Annually)
Medical Coverage	\$503.00	\$6,036.00
Basic Life Insurance \$20,000.00 Policy		
Additional Benefits	Details:	
Employee Assistance Program (EAP)	6 free counseling sessions per household Identity Theft Assistance Legal Services Benefit	
Financial Wellbeing Benefit	1:1 Financial Coaching Monthly Sessions for Financial Literacy	
Student Loan Forgiveness	Dedicated Account Representative	
MISD Care Clinic	Onsite Flu Clinics, Onsite Wellness Screenings, & Acute Care Services	
Wellness Program	Lifestyle Coaching & Education	
Supplemental Benefits (elected and paid employees)	Dental Vision Term & Group Life Insurance Long & Short Term Disability Hospital Indemnity Telehealth	AD&D Emergency Transportation Cancer Financial Planning Critical Illness Accident FSA/ Dep Care

Frequently Asked Questions

Q: I am a brand new teacher with 0 years' experience. What will my starting annual pay be?

A: Your placement on the new Teacher Salary Schedule will be at step 0, which is \$61,200.

Q: I noticed that the Teacher Salary Schedule only goes up to 30 years. Can you please explain what this means?

A: New teachers to the district will be capped at year 30 on the Teacher Salary Schedule. Current MISD teachers with more than 30 years of experience will receive the board approved GPI increase, which equates to \$1,120.

Q: Did the district keep the Retention and Attendance Incentive?

A: Yes. The district has kept the Retention Incentive and Attendance Incentive. No changes were made to any of the amounts or eligible staff for SY24-25.

A: A general pay increase (GPI) is a pay increase given to all or to a general category of employees without variation for individual performance. The GPI is subject to change from year to year. No salary increases are granted automatically each year; therefore, neither past nor future salaries can be calculated, assumed, or predicted. Pay increases are based on the annual pay raise budgeted and approved by the Board of Trustees.

Q: I work as an Assistant Head Custodian; can you explain what the general pay increase will be for me?

A: Your group received a GPI of 2%. The 2% is applied to the midpoint of your salary range, which is found in the Auxiliary Pay Plan on 2024-2025 Compensation Plan.

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2	Asst Head, Custodian	250	Hourly	\$15.30 \$18.43 \$21.56
			250 Days	30,600 36,860 43,120

The midpoint pay is listed at \$18.43

General Pay Increase: $\$18.43 \times .02 = \$.37$ (added to your hourly wage)